

CAREERS EDUCATION, INFORMATION & GUIDANCE (CEIAG) POLICY

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1 The Policy Statement

1.1 Purpose

Careers Education helps young people to develop the knowledge, confidence and skills that they need to make well-informed, thought-through choices and plans that enable them to progress smoothly into further learning and work, now and in the future. As a School we must ensure that high quality information and guidance enables our pupils to make the best of their talents and achieve their ambitions by choosing the pathway that is right for them.

1.2 Aims

Delta Academies Trust has a statutory requirement when delivering careers education in its Academies, to ensure that information about learning options and careers is presented impartially and that advice promotes the best interests of pupils. We aim to ensure that our programmes:

- Empowers young people to plan and manage their own futures
- Responds to the needs of each learner
- Provides comprehensive information and advice
- Raises aspirations
- Actively promotes equality of opportunity and challenges stereotypes
- Helps young people to progress

2 Entitlement Statements

2.1 Student entitlement

Teachers in the academies and qualified career professionals will support students' career development in a number of ways including:

- Information and discussion in lessons, drop-down days and assemblies to help students make informed decisions about their future.
- Access to careers advisers in a variety of ways including individual meetings,
- Drop-in sessions, enrichment activities and on results days.
- Careers information and I.T based careers programmes.
- Information and updates on notice boards, plasma screens and the School website.
- The School uses a tracking system to identify the needs of all students to target students who require early or additional support in their transition. Students, parents/carers and School staff can refer students for one-to-one careers support. Students can access CEIAG through one-to-one interviews, workshops and enrichment activities.

2.2 Parent/Carer entitlement

Parents can access careers support for their child in a variety of ways including:

- Individual meetings
- Drop-in sessions, options and parents evenings and on results days

- Careers information and computer-based careers programmes, such as the Portal and National Careers Service website.
- Information and updates on the academies' website and Twitter

2.3 Equality and Diversity

The careers education and guidance delivery satisfies the requirements of the school's Equal Opportunities Policy. All students, regardless of their race, class, gender, faith or special educational needs, have the same access to our resources, wherever possible.

3 Delivery of the CEIAG provision

3.1 Place within the Curriculum and Tutorial Support system

The careers curriculum has been devised following the guidance of the ACEG National Framework for all year groups in core provision and/or drop-down days. This is supplemented by the following:

Programme of assemblies, enrichment workshops and external visits.

Inset for staff includes training and updates on careers information by qualified careers professionals.

On drop-down days a wide variety of companies and apprenticeship providers may also attend offering advice and guidance.

Academies may also organize specific events for parents/carers and students to provide specialist support.

3.2 Monitoring and tracking of young people

Delta Academies Trust places a responsibility on its Academies to maintain a full and comprehensive tracking system that gives every student a RAG rating for intervention. The School tracks:

Intended destinations

Supports the September Guarantee and Activity Survey, (collecting data on sixth form, apprenticeship starters)

Offering individualized support to those students who are at risk of becoming NEET or become NEET.

The School maintains records of all CEIAG interventions and interviews.

Vulnerable students who are at risk of becoming NEET are referred to their Local Authority team for additional support.

4 Management of CEIAG Provision

4.1 Management

The CEIAG Programme and work experience is planned and implemented by the nominated member of SLT and involves working closely with the staff, students, parents and the wider community. This area is supported by a nominated link member of the Education Advisory Board.

4.2 Staffing

All staff contribute to CEIAG through their roles as Tutors, Subject Teachers, Curriculum Leaders Learning Managers, Careers Professionals and Heads of Sixth Form. Staff training is provided on a regular basis and updates are given in briefing or circulated via the VLE. Staff are provided with guidance sheets, handouts and option booklets. All staff have access to the u-explore website which includes specific information and resources.

4.3 Provision of external and Independent careers guidance

Independent and impartial careers advice and guidance is provided via qualified careers professionals, a range of CEIAG computer-based programmes and websites in addition to our links with businesses and training providers. Students are also encouraged to access the National Careers Service via a link on the School website.

4.4 Other formal and informal partnerships

The School has a range of formal and informal partnership arrangements including with post-16 providers, colleges, employers, HE and training providers.

4.5 Information resources

A range of careers information, in a variety of formats, is provided in the Careers Hub and the Learning Resource Centre so that it is accessible to all students. Resources are managed in the School to ensure that they are up to date and meet the needs of all students. The 'Start Profile' programme will be launched in January 2020 and will encompass 'Careers Inc' and Tees Valley initiatives

4.6 Budget

Funding is allocated in the School to a careers annual budget, maximum use will be made of quality assured free resources and currency/longevity of careers materials is taken into consideration when purchased priced materials. Tees Valley also allocate funding up to £10,000 that can be used for Events, Transport and Complementary guidance services

4.7 Staff development

All staff should have access to a minimum of 2 hours per year through CPD time to update themselves in relation to current developments in careers pathways. Specific needs are identified in conjunction with the School CPD co-ordinator and reviewed on an annual basis.

4.8 Monitoring, review and evaluation

A report will be submitted to the Educational Advisory Board on an annual basis, including an account of activities, a review of progress and an evaluation of pupil and parental response to provision.

Appendix A: Leadership & Management – Named Contact

Position	Name	Title
AAB Member	Lucy Gray	CEIAG Link Governor
Named Contact Academy Leadership Team	Matthew White	Assistant Principal
Operational Leader	Paul Tuffnell	Learning Manager

Appendix B: Staffing

Position	Name	Title
Pastoral Leaders	Paul Tuffnell Kay Sergeant Ben Oakley Sean Walker Alison Winn	Y11 Learning Manager Y10 Learning Manager Y9 Learning Manager Y8 Learning Manager Y7 Learning Manager
Curriculum Leaders	Leanne Westerman-Smith Michelle Smiech Gerard Carter Matthew Bee Matthew Smart Farah Shah Rebecca Thomas	Assistant Principal English Assistant Principal Maths Head of Science Head of History Head of Geography Head of Modern Foreign Languages Head of Technology/Music

Appendix C: Provision of External and Independent Careers Guidance

Organisation	Name	Title
CareersInc	Jackie Mann	Careers Advisor
NELC Careers YPSS	Brain Bendall	Careers Advisor

Appendix D: Other Formal & Informal Partnerships

Organisation	Name	Title
National Careers Outreach Programme	Amy Liddy	HOP regional lead
James Fisher & Sons	Corrine Barry	Enterprise Coordinator for John Whitgift Academy
North Lindsey College John Leggott Grimsby College Bishop Burton College Franklin sixth form Access to Music Humber UTC Humber UTC	Catherine Stephens	Schools Coordinator
Grimsby Town FC Futsal Grimsby Institute FE Apprenticeships NLC Apprenticeships HABS (Humber Apprenticeship Brokerage Services)	Aide Merrikin Behtany Sharpe	GTFC Community lead Schools Coordinator

ASK (apprenticeships through NYBEP) Riseholm College Sheffield University Hull University Bishop Grossteste University Lincoln University North Lindsey College University Centre Grimsby Institute FE University Centre HETA Doncaster GTA Positive Approach National College High Speed Rail Merchant Navy B G Solicitors Vision For Education British Army Royal Air Force Royal NAVY Humberside Police Fire Services NHS EMAS Army Training Course NLC Workforce Careers Enterprise Co	Discover US Craig Forster	HOP lead
	Iain Elliott	CEO
	Debbie Boon	CEC Greater Lincolnshire leads
Sea Cadets Army Cadets Air Cadets STEM Ambassador Princes Trust BAE Systems Q Hotels BAM Construction Go Outdoors Stoneacre Siemens Interserve Lincolnshire Outreach Team Young Enterprise CITB Get Going Humber LEP H&SC	Sharon Stead	Employability Services Manager

Appendix E: Information Resources

Organisation	Resource	Location
Careers Inc.	Online Portal	Academy Website
Careers Hub / Library	Online Portal Careers Hub room	Academy Website Academy Careers Hub room
Noticeboards	Internal rooms, corridors, posters and written information	Academy main site
Plasma Display Screens	Internal corridors	Academy main site

Appendix F: Careers Education Plan

Curriculum Activities and Progression Year Group	The Big Question	Gatsby Benchmark/Learning Outcomes
Year 7	What makes me Unique? What Are My Dreams for the Future?	Raising Aspirations for University & Enterprise. Access to inspiring individuals and organisations in school and at universities. Gatsby Benchmarks 1, 2, 3, 4, 5, 7 and 8
Year 8	Decisions, Decisions, decisions! What is an entrepreneur?	What does my future look like? How will I achieve my goals? What is my dream? What are my strengths? What am I going to do in the future? Where do I see myself in 10 years' time? Gatsby Benchmarks 1, 2, 3, 4, 5, 7 and 8
Year 9	Job Awareness What Are My Choices for KS4?	Skills analysis, reflection, what am I good at and how can I use my skills? Exploring the future, looking at different career paths and industries, careers and labour market information across all sectors, employability and enterprising skills and attributes – how can I develop these to benefit me? Making the right choices and decision making for my future. Careers information advice and guidance from CareersInc level 6 advisors.

		Gatsby Benchmarks 1, 2, 3, 4, 5, 7 and 8
Year 10	Exploring Possibilities Getting ready for Y11?	<p>World of Work, Enterprise & Further Employer Engagement. Work with other organisations including Young Peoples Support Services, Post 16 providers including sector specific options, all available colleges, apprenticeship providers and sixth form offer. Careers Advice, Guidance & Development. Further use of LMI to inform decisions. Challenge stereotypical careers and assess opportunities based on individual choices. Use of Unifrog as a mechanism to manage career choices Careers information advice and guidance from CareersInc level 6 advisors.</p> <p>Gatsby Benchmarks 1, 2, 3, 4, 6, 6, 7 and 8</p>
Year 11	What will I do after Y11?	<p>Individual, impartial careers guidance interviews by YPSS and CareersInc Careers Advisers, trained to level 6, review and reflect on choices, experiences and activities. Lincs2 applications, sixth form & post 16 interviews, what direction am I going in? Group sessions including Tutor groups and assemblies to raise awareness of next steps into Higher and Further Education.</p> <p>Finely tune direction with students in line with their academic ability.</p> <p>Gatsby Benchmarks 1, 2, 3, 4, 6, 6, 7 and 8</p>

Appendix G: Student Entitlement

Investing in your Future

The careers education and guidance programme at John Whitgift Academy seeks to positively support you to acquire the educational, social and employability skills necessary for lifelong success in a diverse and changing world of work.

We will support you to aim high in your career goals and aspirations.

As a pupil at a John Whitgift Academy you are entitled to a careers education and guidance programme which:

- is personal to you and always puts your interests first
- motivates and inspires you to consider all opportunities open to you within and outside a Delta School
- helps you to gain the skills you need to make your career ambitions a reality
- provides the support you need to be successful
- helps you access any additional support you might need
- is delivered by trained and qualified teachers and advisers, with up-to-date knowledge and understanding of career pathways and local labour market information
- protects and respects your personal information and shares it only with your consent
- always puts your interests first

Together with a range of career professionals, businesses and training providers we will support your career development in a number of ways including:

- Information and discussion in lessons and assemblies to help you make decisions about your future
- Activities and events such as employability days
- Access to careers advisers in a variety of ways including individual meetings, drop in sessions, enrichment activities and on results days
- Careers information and computer-based careers programmes
- Information and updates on notice boards and plasma screens
- The Delta School website

Appendix H: Parents Entitlement.

Investing in your Son/ Daughter's Future

Research has consistently shown that parents and carers are the most influential factor in students' decisions about the future. Your support and encouragement influences their choices, and the guidance you provide will be invaluable to their eventual achievements and career pathways. This might feel a little daunting...the jobs of the future may be very different from your own experiences and choices. In fact, they may not even have been invented yet!

There are some very simple and practical steps you can take to support your child.

- Talk to them about their current educational attainment and estimated grades and encourage them to aim high (the skills shortages of the future will be in higher level jobs)
- Discuss where they want to be and research how to get there (lots of great resources in the School and on the internet)
- Use the links on the school website Johnwhitgift.org.uk
- Encourage them to seek out the advice and experiences they need to help them achieve their goals
- Help them with the steps they need to take

Together with a range of career professionals, businesses and training providers we will support your son's/daughter's career development in a number of ways including:

- Information and discussion in lessons and assemblies to help them make decisions about your future
- Activities and events such as employability days
- Access to careers advisers in a variety of ways including individual meetings, drop in sessions, enrichment activities, parents and option evenings and on results days
- Careers information and computer-based careers programmes
- Information and updates on notice boards, plasma screens and websites
- Start Profile information and full termly review

You are welcome to attend your child's careers meeting and we encourage you to contact your Delta School if you need any more help or information.

Appendix I: Provider Entitlement.

This appendix sets out the School's arrangements for managing the access of providers to pupils at the School for the purpose of giving them information about the provider's education or training offer. This complies with the School's legal obligations under Section 42B of the Education Act 1997.

Management of provider access requests

Procedure

A provider wishing to request access should contact – **Paul Tuffnell**

Telephone: **01472 311080**

Opportunities for access

The School will arrange a Careers and Aspirations Day in the first term (September –December) as part of the next step planning and setting the aspirations of our students. This day is integrated into the School careers programme and will offer providers an opportunity to come into the School to speak to pupils and/or their parents/carers. Details of these can be found within this policy and the careers section of the website.

We also arrange a series of Careers Cafes held at lunchtimes. These are based on Local Market Information and Employers and Provider (if appropriate to the LMI area) will be invited / request to attend these events also.

Please speak to our Careers named contact to identify the most suitable opportunity for you.

Premises and facilities

The School will make space available for discussions between the provider and students, as appropriate to the activity. The School will also make available AV and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Careers Leader or a member of their team.

John Whitgift Academy has its own theatre and can seat around 200 students at a time.

Providers are welcome to leave a copy of their prospectus or other relevant course literature at the Careers Hub, which is managed by our Careers Professionals. The Careers Hub is available to all students at lunch and break times.